COMMANDERS DIGEST

DEPARTMENT OF DEFENSE • WASHINGTON, D.C.

Vol. 10, No. 24 October 28, 1971

RECEIVED NOV 1971 ARMY LIBRARY Acquisitions Section

Equal Opportunity

Army Chief Of Staff Stresses Good Race Relations

In an exclusive and wide-ranging interview on the subject of race relations, Army Chief of Staff General William C. Westmoreland recently discussed for Commanders Digest the Army's racial problems, policies and programs. Below are his statements on what the current racial situation is, the very real, but little-known, progress the Army has made to date, and what he expects every commander in the Army to do about racial problems. This is the first of a series of Commanders Digest interviews with the Service chiefs and the Secretaries of the Military Departments on Race Relations and Equal Opportunity in the armed forces.

Good race relations are extremely important to the welfare of the Army and I accord them the very highest priority.

As you know, the Army was a leader in the integration of blacks in our society. We initiated integration back in 1948. Since then, it has been the Army's policy that there would be no discrimination, that there would be equal opportunity for all. A man wearing the Army uniform would rise or fall based on his own efforts and abilities. That, in essence, is our policy.

I hold the commanders in the Army responsible for ensuring that there is equal opportunity within their units, that they constantly monitor this matter, and, if there are complaints or grievances, they be investigated in depth and corrective action taken.

We have put a great deal of emphasis in recent years on race relations education for both races. It is important that the races understand one another, and that the problems be laid on the table and discussed.

Lack of Communication

One of our problems, which I think is well recognized, is the lack of communication, the breakdown in communications. We have tried to bridge this gap in several ways:

—We have established Equal Opportunity and Human Relations Councils.

—We have introduced instruction in race relations into the curriculum of our Service schools and in the program of instruction for our basic trainees.

—We have rap sessions at the unit level, down to the company and platoon. Blacks and whites sit down together and discuss their attitudes, their frustrations, so that each can understand the point of view of the other fellow. We feel that through this type of communication a lot of these problems can be solved.

In identifying some of the racial irritants, we have found that the principal complaints of black servicemen have been largely in the areas of assignment, promotion and punishment. We are keenly aware that these are problem areas. Some of these complaints have been justified. Many have not. We have discovered that when standards are not precisely spelled out, there is a tendency for a man who comes out second-best to rationalize the fact that he has not come out on top.

Black and white drill instructors work together at Fort Ord, Calif.

Personal Attention

Commanders have been directed to give these problems their personal attention, and I think, in general, they have. We have experimented with many ideas. In early 1969, the Army staff made a survey in depth of our racial problems. When I was briefed on the findings of this particular study, I was concerned. It appeared to me there had been a breakdown in communications, an undesirable polarization.

I immediately put a briefing officer on the road and he went to every major command and briefed the commander in depth on the findings of this study. This was the genesis, back in 1969, of our current efforts to solve the racial problem.

Of course, this is a National problem. Any National problem we have is in-

(Continued On Page 2)

ARMY STRESSES GOOD RACE RELATIONS

(Continued From Page 1)

evitably inherited by the Army, because we, in effect, are the mirror of civilian society. But this does not mean that we should not solve these problems with imagination and initiative, and that is what the Army is trying to do.

I think that training in race relations is very important, and according to the reports I have received, it has been well-accepted by the officers, the non-coms and the trainees. Our surveys, following these courses of instruction, have suggested to us that the instruction is judged by the officer and the non-commissioned officer and the man—specifically the basic trainee—as an important element of his instruction: his orientation in the Army.

Special Training

We are giving this type of instruction to about 8,000 men a week, and this amounts to about 400,000 men during the course of the coming year. We have given special training to about 150 instructors, so that this type of orientation or instruction, as the case might be, is given by people who are specially qualified to discuss racial issues.

Today, opportunities for blacks and other minorities in the Army are certainly comparable to many of those available in civilian life, and perhaps even better. I think this is demonstrated by the percentage of blacks in our non-commissioned officer senior grades. It has gone up in the last several years, between 1968 and 1971, except in the grade of E-5. The percentage of blacks in the grade of colonel and lieutenant colonel has gone up. The percentage in the grade of major has remained the same—about 5.2 per cent.

But, I regret to say that the percentage of blacks in our junior officer grades, namely second lieutenant, first lieutenant and captain, has gone down. This is a problem area. We are very sensitive to this problem. We are trying to take extraordinary steps to attract more blacks into the grade of second lieutenant and hope we will succeed during the coming year so that, eventually, this percentage in the company grade will go up and reverse the present trend.

I am encouraged, frankly, by one recent development in this regard. This year, there are 53 black cadets who entered the United States Military Academy, which is the largest number we have ever had. This number has gone up from eight, in 1968.

'. . . I hold commanders responsible for ensuring that there is equal opportunity within their units.'

The Army is taking several other steps to increase the number of black junior officers. First, we have added two predominantly black colleges to those that have the Reserve Officer Training Corps program. A year ago, we had ROTC in 14 colleges and universities having predominantly black student bodies, and in the coming year we will have 16, which, we think, is progress in that regard.

The Army is also taking steps to increase the number of black and other minority candidates for Officers Candidate School (OCS). It is too early, however, to judge the success of this program. Minority members are also being placed on OCS selection teams. We think this is important in order to interest more young blacks—both civilians and those already in the Army in enlisted grades—to aspire to a commission.

Raised Sights

We have also raised our sights, increased our objectives, as an incentive for people in the field to recruit more black personnel into particular officer ranks. We hope these programs are successful, because I think it is extremely important that the composition of the United States Army throughout its ranks be generally representative of the racial composition of the American population. I believe the percentage of blacks in our population is about 11.5 per cent. We've achieved that percentage over-all within our enlisted grades. Whereas, in 1968, 11.7 per cent of the enlisted ranks were black; this has gone up one per cent to 12.7 per cent being black.

Within our senior non-commissioned officer ranks, we feel the percentage is proper. But, as I pointed out, it is in the junior officer ranks where we must increase the percentage. And, of course, we want to increase the over-all percentage in all officer ranks. Although the percentage has gone up in recent years in a few grades, it is still much too low in comparison with the percentage of blacks in our population as a whole.

But, I am heartened by recent developments. A brigadier general selection board recently selected three black colonels for promotion to brigadier general. And, of course, you are quite aware of the fact that we have Major General Frederic E. Davison in a very important position on the Army staff. Gen. Davison was promoted several months ago.

Equal Opportunity

In the matter of full and equal opportunity for enlisted personnel, especially in the lower grades, I am sure there are still cases of discrimination, cases where equal opportunity has not been manifest, despite the fact that this is strictly contrary to policy. This is a matter of education. It is a matter of supervision throughout our ranks to ensure that the policies of the Department of the Army, characterized by no discrimination and equal opportunity, are carried out in fact.

It would be certainly unrealistic to say we have achieved a perfect result in the Army. Certainly, we have not. The only thing I can say is that our policies permit no discrimination. Our objective is to provide equal opportunity for all concerned, where an individual can rise or fall on his own efforts and ability. We feel that we have gone a

(Continued On Page 6)

COMMANDERS DIGEST

A publication of the Department of Defense intended to provide official information to commanders and key personnel on matters related to Defense policies and interests, and to create better understanding and teamwork within the Department of Defense.

Published weekly by the American Forces Press Service, 1117 N. 19th St., Arlington, Va. 22209, a unified activity of the Office of Information for the Armed Forces, OASD (M&RA). Reproduction of content is authorized.

'Total Force Concept' Emphasized

Strong National Guard And Reserve Forces Vital Link

Assistant Secretary of Defense (Manpower and Reserve Affairs) Roger T. Kelley continued a discussion on the subject of military manpower procurement Sept. 27 before the House Armed Services Committee, Subcommittee on Recruiting and Retention.

Noting that recruiting performance has substantially improved over what it has been in the past, he briefly reviewed some of the strength requirements and basic programs on which the Department of Defense's plans are based for the current fiscal year and beyond.

Average strength authorizations for Fiscal Year 1972:

Army	**974,309**
Navy	**613,619**
Marine Corps	**209,846**
Air Force	**755,635**

Most of the current strength reductions will have been made by the end of FY 1972 so that the Services can look forward to more stable strength levels in FY 1973 and beyond.

The FY 1972 strength level authorizations would enable us to meet our worldwide security commitments to include our General Purpose Force requirements for the North Atlantic Treaty Organization (NATO).

Manpower Requirements

Strategic Forces—requiring mostly Air Force and Navy manpower to man strategic bomber systems, intercontinental ballistic missile systems and Polaris submarines—would be near present high levels. Similarly, manpower needed for Navy aircraft carriers and other general purpose ships would remain substantially at present levels or slightly higher, as would the manpower requirement for the tactical air force.

The role of the National Guard and Reserve forces will be significantly enlarged in the performance of national security missions. Such an enlargement is part of Secretary of Defense Melvin R. Laird's "Total Force Concept." Steps have already been taken to provide the National Guard and the Reserve components with resources to reach needed capabilities:

—Equipment buildup is going forward. In FY 1970, equipment with a value of $300 million was issued to the Guard and Reserve; in FY 1971, equipment issued totaled more than $727 million in value.

—The Guard and Reserve portion of the Defense budget has increased 50 per cent since FY 1969.

—A Guard and Reserve Program Evaluation has recommended a program of incentives needed to maintain Guard and Reserve recruiting and retention in a volunteer environment, a funding proposal that DoD expects to present to the Congress as a portion of the President's budget for FY 1973.

Given such factors, requirements for new military personnel will not vary substantially from presently planned levels, and Service needs for male nonprior service personnel on the average would probably be within about 10 per cent of the following levels:

Army	**250,000**
Navy	**90,000**
Marine Corps	**50,000**
Air Force	**100,000**
TOTAL	**490,000**

"Whatever the requirement for new people is in the next several years," Mr. Kelley said, "it adds up to a very great challenge for the military recruiters." For defense, over-all, it will mean doubling the number of true volunteers who are now enlisting. In addition, the Services will have to increase the number of reenlistments by an average of 10 per cent over present levels, and place emphasis on higher reenlistments of people in technical and critical skill areas.

About one out of every four qualified young men of military age will be needed for Active or Reserve duty after a volunteer force is reached. Most will be needed for one enlistment only, but about 25 per cent of those who enter will be needed for additional terms of service.

College-level programs will continue to be relied upon as a major source of commissioned officers.

Four basic ingredients are needed to eliminate reliance on the draft and achieve an All-Volunteer Force:

1. **Military pay must bear a reasonable relationship to civilian pay.**
2. **The ordinary requirements of family life, such as decent housing and quality schools, must be available and within the financial reach of military people.**
3. **Military life must be reasonably satisfying and challenging.**
4. **Military people and the uniform they wear must be treated with respect.**

Mr. Kelley repeated a point he stressed at an earlier appearance before the House Armed Services Committee and its Personnel Subcommittee: higher pay by itself will not get the job done. "Low pay has been a dis-incentive to people who would otherwise remain in the Services or enlist initially, but it is not claimed by us that higher pay will be the magic answer to recruiting and retention of people in the armed forces."

Congressmen were also told about "Task Analysis," a systematic, but simple, way of matching the work performed by the individual with the functions for which he is trained.

This was described as holding a great potential for keeping military people productively busy, a program already in progress.

Another key element to insure challenge and satisfaction in military life is the "career plan," including systems for promoting people.

Its basic objectives are:

—To provide the individual with career channels that are visible in advance both as to opportunities for progress and promotion;

—To develop plans for both short-

(Continued On Page 8)

East and West Forces Compared

NATO: – Of Vital Importance To World Peace

The solidarity of the North Atlantic Treaty Organization (NATO) is, and will continue to be, of vital importance to world peace, even during relaxations of tensions between East and West, according to the Supreme Allied Commander, Europe, U.S. Army General Andrew J. Goodpaster.

Speaking to members of the Atlantic Treaty Association (ATA)—an affiliation of private voluntary organizations that support the basic purposes and aims of NATO—at the 17th ATA General Assembly in London on Sept. 22, Gen. Goodpaster discussed the recent progress made by NATO and pointed out some of the problems facing the alliance.

The general noted no dissipation of the external threat to Allied Command Europe. To the contrary, Soviet and Warsaw Pact military strengths have continued to increase both in size and offensive capabilities.

NATO could and would survive in an international atmosphere in which the West seeks to preserve its unity, to insure its security based on a reasonable balance of forces, and, proceeding from there, to improve East-West relations.

If, on the other hand, detente were to be defined by Soviet aims and efforts, and to result in a fragmentation of NATO and the departure of American forces from Europe, then NATO would certainly not be able to survive.

East and West

Gen. Goodpaster compared forces of East and West:

—The Warsaw Pact ground forces, today, substantially outnumber NATO forces in terms of divisions, firepower, and manpower. The Warsaw Pact has twice as many divisions as NATO in the Central Region of Allied Command Europe.

—Through the introduction of improved weapon systems and continuous modernization, Warsaw Pact forces maintain a high order of combat-readiness. They are positioned well forward in Eastern and Central Europe, and their tank forces outnumber Allied Command tank forces by a ratio of three to one.

—Warsaw Pact air forces in Europe have twice as many combat aircraft as NATO. Not only are they superior in numbers, but they have more airfields, more shelters, better command and control facilities, and considerably more anti-aircraft defenses. Newer types of high-performance aircraft have been introduced by the Soviets into all Warsaw Pact air forces.

—The Soviet Navy is now the second largest fleet in the world. Only one per cent of Soviet combat vessels are more than 20 years old, a marked contrast to the growing obsolescence of several NATO navies. The Soviet submarine fleet is now the largest in the world, and could, in the event of war, severely threaten Allied Command Europe's sea lines of communications with Canada and the United States—from the very outset.

Southern Flank

—On the southern flank of NATO, the number of Soviet warships in the Mediterranean has substantially increased during the last few years—from 600 operating days in 1964, to 17,000 operating days in 1970.

Regarding the military activity of the Soviets, they are on the move in many areas, particularly where they sense weakness, confusion and conflict. There is a steady trend of increasing presence in new strategic areas of the world. Together, the Soviet Armed Forces constitute a concentration of a force that far exceeds the requirements for defense. Large and continuing to expand, the Soviet Armed Forces stand in marked contrast to a diplomacy of detente—especially a diplomacy of true and meaningful detente.

On the NATO side, the NATO Air Defense Ground Environment System (NADGE) is entering its final phase of construction and is due to become fully operational in the near future. NADGE, the largest and most complex ground environment project of the NATO alliance, is based on an electronic network of high-capacity, high-speed computers and the introduction of new radars. Some 85 stations have already been sited in Norway, Denmark, Germany, The Netherlands, Belgium, France, Italy, Greece and Turkey, and will provide early warning of an enemy air campaign aimed at Western Europe.

NADGE provides not only an air warning net over Western Europe, but a ground environment that will be a major aid to civil and military air traffic control.

Euro-group Nations

In June, Euro-group nations, implementing the European Defense Improvement Program, agreed to contribute $420 million—in addition to the NATO infrastructure program—over a five-year period to accelerate work on airfield survival measures and the NATO Integrated Communications System.

The training, testing and evaluating phase of the NATO satellite communications project was completed in July, 1970. The program has now entered its second phase, during which two NATO-owned satellites will provide coverage of the Eastern United States and Canada and the NATO European area.

Two of 12 ground terminals, provided by European and Canadian industries, were completed in September and October in Belgium and Italy. The satellite capability, scheduled for completion at the end of 1972, will provide a significant increase in the communications environment of the NATO alliance and will afford a degree of survivability unattainable with existing means of communications.

A SHAPE computer center opened in August, increasing command and control capabilities. The facility can produce operational and logistic information to support planning, directing and controlling—with maximum effectiveness—the forces and resources made available to Allied Command Europe.

By the process of consultation, the NATO Alliance is improving and will continue to improve its air and maritime capabilities, armor and anti-armor capabilities, the quality and quantity of stockage levels, and the readiness of NATO's military forces to deny success to any aggressor.

The ACE Mobile Force—multi-national forces, composed of both land and air elements designed for rapid assembly for employment on the northern and southern flanks of NATO—is another manifestation of Alliance solidarity. By showing many flags to any would-be attacker, the AMF makes clear that it would be no sure thing for an enemy to engage in military operations in any area of the Alliance.

Military Solidarity

Frequent and meaningful NATO training exercises also demonstrate Allied military solidarity. Such exercises have three important purposes: they test the effectiveness of such essentials as command and control and logistic support and provide an evaluation of the combat effectiveness of the participants themselves; they familiarize the maneuver units with the area of operation—land, sea or air; and they demonstrate to adversaries the skill, resolve and the solidarity of the NATO allies.

However, there exist inadequacies, shortfalls and disparities in NATO that are gnawing at its strength and solidarity.

Further proposals for reduction—some of drastic dimension—are being put forward for the future. Harmful enough in themselves, they are made even more harmful by the strains and divisions that they induce among the members of the Alliance, and can then be the trigger for further cutbacks and setbacks.

Such problems can be overcome. But the proposals that are being made for massive withdrawals of U.S. forces from Europe, at a time when the Soviets are strengthening and modernizing their forces, show how deep and real the challenges are and how great the damage to NATO and its nations will be if they are not met.

Peace with Freedom

NATO has brought peace with freedom, but safeguarding that freedom has not been free.

HIGH-LEVEL DISCUSSION. President Richard Nixon discusses NATO and Atlantic maritime matters with U.S. Navy Admiral Charles K. Duncan, right, and Mr. Manlio Brosio, center, out-going Secretary General of the North Atlantic Treaty Organization. The discussion took place following a White House ceremony in which Mr. Brosio was awarded the Medal of Freedom for achievements during his seven-year tenure as NATO's Secretary General. He has since been named as the NATO representative to the Mutual and Balanced Force Reduction talks. (Official NATO Photo)

"Will NATO in fact survive detente?" Gen. Goodpaster asked. "What changes can be predicted for the Alliance in an era of negotiations?

"It is unwise for a military man to gaze into a crystal ball," he said. "His job is to secure the future, not foretell it."

The general did predict, however, that NATO can survive detente, and that it will, if it continues to show in the future as much effort and strength of purpose as it has in the past.

Gen. Goodpaster said he did not see signs of major changes in current NATO strategy. "Marked by flexibility of response and deeply rooted in the principal of deterrence, [NATO] is ideally suited to an Alliance for peace and should wear well in an era of negotiation."

The very fact that mutual and balanced force reductions are a promising possibility gives a strong reason for the NATO member nations not to make any unilateral force reductions or take any action to degrade the quality or the readiness of their forces in being, he asserted.

Vital Importance

The SHAPE supreme commander concluded that ". . . solidarity, of the Atlantic Alliance as a whole, as well as within it, is, and will continue to be, of vital importance to world peace. In an era of negotiations and of Soviet diplomatic offensives not well-reflected in their offensive military posture, however, public perception and public understanding of the Atlantic Alliance are also of the greatest importance."

He then quoted the late President Dwight D. Eisenhower who, when asked, "Will men ever be able to live together in peace?" replied: "I think the best thing we can do is for us, and all those nations with which we are allied and are our friends, to realize that the forces that bind us together are far more important than the little problems which divide us . . . If we will put our eyes on the values that bind us together, then I think we may at least control our side of this material destructiveness, and this may be the strongest element we have in making the other fellow be very careful himself. This is the best defense we have both against the other fellow and against ourselves."

ARMY STRESSES GOOD RACE RELATIONS

(Continued From Page 2)

long way in achieving this result. We are not satisfied, but we are continuing to march, I think, along the proper road.

For example, current policy requires minority group representation on all enlisted selection boards. We think it is important that there be representation on these boards, where possible and feasible. It is too early to determine the success of this particular policy step, it is merely one of many that we have chosen to take in order to achieve better results.

Worldwide Conference

Last November, the Army held a worldwide race relations conference at Fort Monroe, Virginia. It was an important conference. Three things came out of that conference:

—First, we feel that we have not advertised our successes to the extent we should. It was felt by the conferees that greater visibility should be given to what the Army has accomplished throughout the years.

—Second, the conferees recommended, and the Secretary and I approved, the establishment of an Advisory Council on Equal Opportunity.

—Thirdly, we are planning to set up a council within the Army staff, or a committee within the Army staff, which will monitor this very important subject of equal opportunity.

There are some very successful equal opportunity programs now being conducted at Army installations. I think there has been greatest success at Fort Carson, Colorado, for example, where there have been many discussion sessions down to the platoon level, where all cards are laid on the table and blacks and whites talk very frankly about the problems, the frustrations, their backgrounds, and the differences that might exist in their cultures—so that they can reach a better understanding. There are other posts, like Fort Benning, Georgia, which have equally successful programs.

No Substitute

But as I have said before, there is no substitute for communication. Only through communications can we have understanding. The answer to this problem, not only in the ranks of the Army, but within our country as a whole, is to communicate and try to understand the other fellow's point of view.

On this matter of equal opportunity, I might point out that the Army's policies apply not only to black soldiers but to all members: women, and minority groups, including Mexican-Americans. We have many Mexican-Americans in our ranks. They serve well, and, by and large, make excellent soldiers. They have a problem, of course, which blacks don't have, and that is the language problem. We recently made a study in the Army staff of the problem of the Mexican-American soldier, and are looking for ways and means to solve this problem.

A persistent problem is off-base housing. We feel that there should be the understanding that landlords will rent to all races, colors and creeds. We have initiated a policy of sanctions against landlords who refuse to open up their housing to all races and all colors.

But discrimination still persists, even in the United States. It is a problem of breaking down prejudices which, unfortunately, cling in certain parts of the country. Overseas, Germany has been a particular problem. We have had innumerable conferences with landlords and local officials, in order to explain the situation to them. Certain sanctions have been exercised. But here again, this is a matter of education. Education is essential to the understanding of the problem. The landlords in the environs of Army posts worldwide are being informed of the Army policy and the reasons for it.

An even more difficult area is racial polarization in off-base bars, clubs and restaurants. Here again, sanctions can be exercised. One of the problems there is, self-imposed segregation is frequently exercised. We do not think this is necessarily to the best interest in solving the racial problem.

On the other hand, we would not want to be a party to telling the black soldier he cannot go to a certain club, or forcing a white soldier and telling him he should

A black Army NCO counsels two new privates about their careers in the Army.

COMMENDATION CEREMONY. Army Staff Sergeant James Brown, right, is congratulated by Army Chief of Staff General William C. Westmoreland following ceremonies at Letterman General Hospital in San Francisco during which the NCO was presented the Army Commendation Medal. Sgt. Brown was cited for his work as a medical specialist while serving in Vietnam in 1967 and 1968. (U.S. Army Photos)

go to a particular club merely to gain racial balance. This becomes an even more difficult problem to solve. We would like to see our soldiers mingle during off-duty hours as they do during duty hours, but, here again, without violating the rights of the individual, it is impractical and would be undesirable to try to legislate this.

An Important Element

I would like to emphasize one very important element in this problem: that is, that the non-commissioned officers and the junior officers have to understand the problem. They have got to be made aware of the policies, they have got to be a party to ensure communications between the races if the program is going to be successful. Therefore, we have attempted to put greater emphasis on bringing the junior officer and the non-commissioned officer into the problem.

We all recognize this as a National problem. It is also a problem in every one of our military services, a problem that in our National interest we must solve. We have to solve it in an intelligent way. We feel that our policies are proper, we feel that they are enlightened.

It is not a question of integration and equal opportunity being necessary. It is a question of it being morally right and socially proper, that we move in this direction. It is going to take leadership and understanding throughout the entire ranks if we are to achieve our goals.

The Army is on the right track. It is important, however, that we follow through with our policies to ensure that they are implemented in a sensible way. We do not want policies that discriminate against anybody. We want everybody to have equal opportunity. We want every officer and man to rise or fall on his own efforts, his own abilities.

QUARTERLY DRAFT CALL SET FOR 10,000 MEN

A draft call of 10,000 men—all to be inducted into the Army—will be made in November and December, according to Selective Service.

The new call brings the total for the year to 98,000, the lowest calendar year draft call figure since 1962, when the calls were 76,500.

Future Draft

DoD hopes to make all future draft calls on a quarterly, rather than a monthly basis, thereby reducing career planning uncertainties and better affording prospective draftees with more time to arrange their personal affairs before entering on active duty. The new quarterly policy will also afford optimum use of training resources.

DoD had issued a request for 16,000 men for July and August—but the call was not filled by Selective Service. The draft laws expired July 1. President Nixon's new legislation, extending the draft to July 1, 1973, became effective Sept. 28 when he signed H.R. 6531.

Several Reasons

DoD spokesmen listed several reasons why the new quarterly call is less than the proposed-but-canceled July-August call:

—Recruiting goals were met during July and August, thereby lowering the projection;

—Congress, in passing draft extension legislation in September, has imposed Fiscal Year 1972 armed forces strength of 2.5 million;

—New pay raises for lower-grade personnel are expected to improve DoD's retention and recruitment programs; and

—Vietnam fighting is winding down.

The respective branches of Service have given assurance that, within grade and quality requirements, former military personnel in all ranks are being reenlisted. The Services will continue recruiting efforts to reenlist qualified veterans, particularly those with critical skills.

RESERVES: VITAL LINK

(Continued From Page 3)

range and long-range assignments and utilization; and

—To do so at reasonable costs.

Concerning promotions, the committee was told that, although it will take a while to eliminate the imbalances which occurred during the Vietnam buildup because of rapid promotions, integrated long-range manpower management systems will be established for all four Services in the near future.

The Congressmen were informed that the DoD goal is to "maintain quality standards which contribute to the best match of jobs and people." It is a mistake to have more bright people than there are jobs to challenge them. And, it is also a mistake to have people who lack the capacity for the jobs to be performed.

Referring to the quality of military personnel, Mr. Kelley said that the mission and tasks of the armed forces are too important to be performed by people who are incompetent, lazy or disloyal. Those people, even though they comprise a very small per cent of the total, take a disproportionate amount of time to supervise, and they cause more than their share of the trouble that has erupted in recent years. The sooner we identify them and weed them out, the better for the armed forces and national security.

This does not mean making capricious cuts or forcing unnecessary hardships on qualified personnel who may not have been utilized effectively. Such people should be given opportunities for appropriate assignment and training, and dismissed from the Services only when it is clear that they either cannot do or will not do the tasks to be performed.

He ended his appearance before the subcommittee by expressing a note of optimism about military personnel management in the areas of recruiting and retention, telling his listeners, "The energy of the Services is not being spent arguing the feasibility of the All-Volunteer Force or ending the draft. Rather, it is being directed in constructive ways toward improved personnel management, better utilization of people, and more interesting and challenging careers."

Army Staff Sergeant Released After Two Years As War Prisoner

Army Staff Sergeant John C. Sexton Jr., is back in the United States after more than two years spent as a prisoner of war of the Vietcong.

The 23-year-old sergeant from Warren, Mich., was freed Oct. 8 by the Vietcong, according to press reports, from inside Cambodia. After some eight hours of walking bare-footed through the jungle, he arrived at an allied base camp near Loc Ninh, South Vietnam, only 15 miles from where he had been captured in August, 1969.

The former prisoner of war was returned Oct. 12 to the United States by Aero Medical Evacuation and is undergoing medical treatment at the Army's Fitzsimmons General Hospital in Denver, Colo.

Medical officials there said he was receiving treatment for a multiplicity of diseases and injuries. Diseases for which he is being treated include malaria, malnutrition, anemia, and two types of skin infections.

Injuries, apparently sustained at the time of his capture but still requiring medical attention, include impairment of sight in one eye, elbow and back injuries, and concussion. Fitzsimmons medical authorities said, however, that his general condition is improving with the treatment.

Still Too Early

They said it is still too early to predict how long it will be necessary for the former PW to remain at Fitzsimmons for continued treatment and possible surgery to repair old injuries.

His parents, Mr. and Mrs. John C. Sexton Sr., arrived at Fitzsimmons from their home in Warren before their son reached the Army medical facility from Vietnam. They have been allowed to visit with him daily since. Earlier, from the hospital in Long Binh, South Vietnam, Sgt. Sexton had talked by phone several times with his parents in their Michigan home, including one session that lasted about an hour and a half.

The American sergeant, who enlisted in the Army in August, 1966, according to his father, volunteered for Vietnam because his country was in a war. He is the first American PW to be released by the Vietcong since December, 1969. In all, 24 U.S. servicemen have been released by the Vietcong since the war's outbreak. A total of nine additional American PWs, who had been imprisoned in North Vietnam, have been released, the last three of the nine in August, 1969.

Captured Aug. 12, 1969

Sgt. Sexton was captured Aug. 12, 1969, when the armored vehicle in which he was a crew member was ambushed about five miles southwest of An Loc, in heavy jungle near the Cambodian border. After his arrival at the Loc Ninh base camp Oct. 8, he was flown by helicopter to the 24th Evacuation Hospital at Long Binh. He remained there for initial medical evaluation and was then airlifted to Fitzsimmons, arriving Oct. 12 in the United States.

In response to indications that the enemy would welcome a reciprocal PW release at a given time and place, the United States Government and the Government of Vietnam authorities arranged for an enemy PW to be released Oct. 11 in the general section in which Sgt. Sexton had been released three days earlier.

A North Vietnamese lieutenant, who had been a prisoner of the Republic of Vietnam Armed Forces, was deposited by helicopter in an area under enemy control at 8:35 a.m., Oct. 11. There was no enemy reaction when the helicopter arrived and touched down briefly. No enemy was sighted by the helicopter crews. Department of Defense spokesmen in Washington said, at the time of the release of the North Vietnamese lieutenant, that they had no assurance whatever this reciprocal gesture would lead to the release of additional American prisoners of war.

For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.
Price 5 cents (single copy). Subscription Price: $2.50 per year; $2.00 additional for foreign mailing.
☆ U.S. GOVERNMENT PRINTING OFFICE: 483-780/V-16